

Cache County School District

One-Time Performance-Based Compensation Plan

The Cache County School District's One-Time Performance-Based Compensation Program consists of three categories: School Environment, Professional Learning Teams, and U-Pass progress scores. The plan is divided into these areas and includes the necessary information as required by SB 281 Part 2 One-Time Performance-Based Compensation law. The purpose of this plan is to provide further compensation to school district employees in the above mentioned categories.

School Environment Category

Who is eligible for the performance-based compensation:

All Cache County School District employees are eligible for compensation in this category.

Criteria for awarding performance-based compensation:

The criteria for employees to receive the compensation in this category is for a school to receive a "Typical" or higher in the Parent and Teacher sections of the Indicators of School Quality survey.

The instruments or assessments that may be used to measure or evaluate performance:

The Indicators of School Quality Survey administered by the Center for the School of the Future at Utah State University.

The amount of performance-based compensation that may be awarded:

One-half of the available money will go into this category which is estimated to be \$254,310. After paying for the school's survey's (\$16,800), the money will be divided in equal shares given to all who qualify.

Whether the performance-based compensation will be based on individual, team, or school-based performance, or a combination of those:

The compensation will be based on a school qualifying according to the Indicators of School Quality survey. District employees not associated with a particular school will select a school for eligibility in this category.

Professional Learning Teams Category

Who is eligible for the performance-based compensation:

All certified employees and building administrators.

Criteria for awarding performance-based compensation:

Participants will receive the performance-based pay for participating in a grade level or department teams at their school at least four times during the 2008-2009 school year.

The instruments or assessments that may be used to measure or evaluate performance:

The Cache County School District Performance-Based Compensation Professional Learning Teams form. Participants turn this form into the building administrator by May 29, 2009. Also, participants are required to receive a satisfactory performance on their most recent evaluation.

The amount of performance-based compensation that may be awarded:

Thirty-percent of the available money will go into this category which is estimated to be \$152,500. The money will be divided in equal shares to all who qualify.

Whether the performance-based compensation will be based on individual, team, or school-based performance, or a combination of those:

The compensation is based on grade level or department teams at each school.

U-PASS Progress Category

Who is eligible for the performance-based compensation:

All certified employees and building administrators.

Criteria for awarding performance-based compensation:

The criteria for awarding the performance-based compensation in this category is having a school meet “Whole School Progress” as determined by the U-PASS Accountability System.

The instruments or assessments that may be used to measure or evaluate performance:

The U-PASS accountability System, “Whole School Progress” score.

The amount of performance-based compensation that may be awarded:

Twenty-percent of the available money will go into this category which is estimated to be \$101,724. The money will be divided in equal shares to all who qualify.

Whether the performance-based compensation will be based on individual, team, or school-based performance, or a combination of those:

Compensation will be awarded by school.